

# City of Deltona & IAFF Local 2913 Action Minutes

## Mtg #1

*The purpose of the minutes is to provide a tracking mechanism between the City and the Union during negotiations.*

Date: October 20, 2011  
Time: 10:00 am  
Location: Fire Station 65

### ***In Attendance:***

***City Representatives:*** T. Acquaro, HR Dir.; C. Burgess, HR Mgr; R. Staples, Fire Chief; D. Denny, Deputy City Mgr

***Union Representatives:*** J. Sabia, A. Chucci, Secretary; K. Vroman, M. Clayton

### ***Agenda:***

1. City gave Union proposal package 12-01 which highlights key language changes proposed for a status quo contract (attached). City explained package: regarding Art. 28-Health Benefits, the City explained that Union members would be required to roll into the same core HMO plan that all eligible City employees currently have and will be eligible to “buy up” to the more expensive premium HMO health plan, as is voluntarily available to other eligible City employees, if this package is accepted. The “buy up” premium HMO plan is what the Union members currently have as their “core” plan. City also explained that reference Art. 24-Incentives that the City is agreeable to implementing the two tier incentive plan where first tier incentives would be eligible for an additional twenty cents an hour added to base and tier two, knowledge based incentives, (which does include Inspector) would be eligible for an additional ten cents an hour added to base; if the proposed status quo contract is not ratified, the City does not intend to pay incentive pay for Inspector certification as this function is no longer assigned to the department.
2. Caucus: 10:20 – 10:50
3. Union would like to see actual contract language on the proposed articles along with the articles that have been imposed through the impasse. Union asked the City that if the members agree to Incentive article and the Health Benefits article as presented would there be a contract; City confirmed that we would have a contract. City will draft proposed status quo contract language and forward to Union before next meeting.

### ***Adjournment:***

The meeting adjourned at 11:00 pm.

***Next meeting:*** Tuesday, November 1, 2011 – 10:00 am, City Hall, 2<sup>nd</sup> Floor Conf. Room